

Job Title	Bill Rate		
	SC 1	SC2	SC3
Programmer			
PR 1	\$33.42	\$36.32	\$38.85
PR 2	\$38.50	\$43.74	\$46.81
PR 3	\$59.04	\$59.04	\$63.16
Tester			
Test 1	\$35.02	\$35.02	\$37.47
Test 2	\$40.51	\$40.51	\$43.35
Test 3	\$47.50	\$47.50	\$50.82
Test 4 (Lead)	\$64.41	\$64.41	\$68.92
Program Manager			
PM 1	\$58.77	\$58.77	\$62.88
PM 2	\$70.52	\$70.52	\$75.45
PM 3	\$82.27	\$82.27	\$88.03
System Specialist			
SS 1	\$36.50	\$36.50	\$39.06
SS 2	\$38.88	\$38.88	\$41.58
SS 3	\$50.99	\$50.99	\$54.56
Functional Architect			
FA 1	\$33.59	\$34.28	\$36.68
FA 2	\$40.90	\$41.74	\$44.66
FA 3	\$50.91	\$50.91	\$54.48
FA 4 (Lead)	\$61.28	\$61.28	\$65.57
Product Specialist			
PS 1	\$45.66	\$46.59	\$49.85
PS 2	\$51.93	\$52.98	\$56.70
PS 3	\$70.41	\$70.41	\$75.33
Technical Writer			
TW 1	\$26.43	\$26.43	\$28.29
TW 2	\$31.85	\$31.85	\$34.07
TW 3 (Lead)	\$36.97	\$36.97	\$39.57
Technical Architecture Specialist			
TAS 1	\$41.92	\$41.92	\$44.86
TAS 2	\$49.25	\$49.25	\$52.69
TAS 3	\$56.03	\$56.03	\$59.95
TAS 4 (Lead)	\$60.02	\$60.02	\$64.22
Team Lead 1			
TL 1 (High)	\$62.48	\$62.48	\$66.86
TL 2 (Expert)	\$69.24	\$69.24	\$74.08
Software Process Engineer			
SPE 1	\$43.70	\$43.70	\$46.77
SPE 2	\$48.60	\$48.60	\$52.00
SPS 3	\$68.40	\$68.40	\$73.18
Quality Assurance Specialist			
QAS 1	\$39.54	\$39.54	\$42.32
QAS 2	\$45.15	\$45.15	\$48.30
QAS 3	\$61.79	\$61.79	\$66.11
System Administrator			
SA 1	\$38.04	\$38.04	\$40.71
SA 2	\$42.48	\$42.48	\$45.45
SA 3	\$62.02	\$62.02	\$66.35
Database Administrator			
DBA 1	\$43.73	\$44.64	\$47.74
DBA 2	\$48.65	\$49.64	\$53.12
DBA 3	\$68.47	\$68.47	\$73.25
Help Desk Support			
HDS 1	\$26.66	\$26.66	\$28.53
HDS 2	\$28.99	\$28.99	\$31.00
Data Entry Operator			
DE1	\$16.10	\$16.10	\$17.22
DE2	\$17.56	\$17.56	\$18.79
Senior Consultant			
SC1	\$82.73	\$88.45	\$97.77
SC2	\$94.76	\$102.06	\$112.81
SC3	\$108.30	\$117.62	\$130.86